

CONFIDENTIAL
DEVELOPMENTAL PROFILE

INFORMATION OFFICER - FOREIGN BROADCAST

FOREIGN BROADCAST INFORM

FBIS

GS-07 - GS-11		GS-12		
TRAINING	ASSIGNMENTS	TRAINING	ASSIGNMENTS	TRAINING
<u>PROBABLE:</u> FBIS Orientation Introduction to CIA DDS&T Orientation Visit ORPA (Prior to overseas PCS) Visit CIA OpsCenter (prior to overseas PCS) Basic Editing Seminar Field Skills Workshop and/or Field TDY Training (prior to overseas PCS) Special Overseas Orientation Managerial Grid FSI Area Seminar(s) CIA: Today and Tomorrow <u>POSSIBLE:</u> Orientation OTR Language Course Supervisory Skills Course Fundamentals of Supervision and Management Off-Campus Graduate Courses Preparing for Overseas Assignment Career Training Program	<u>PROBABLE:</u> Trainee Editor/DRD Journeyman Editor/DRD Overseas Tour(s) <u>POSSIBLE:</u> Internal Detail (Analysis Group or Production Group) Detail to CIA Operations Center	<u>PROBABLE:</u> DDS&T Orientation Management for EEO Special Overseas Orientation CIA: Today and Tomorrow FSI Area Seminar(s) Mid-Career Course <u>POSSIBLE:</u> EDP Orientation OTR Language Course Education for Public Management Field Administration Off-Campus Graduate Courses DDS&T Career Development Course Professional Conferences and Seminars	<u>PROBABLE:</u> Book Chief/DRD Senior Wire Services Editor Senior Editor/Overseas <u>POSSIBLE:</u> Internal Rotation (Analysis Group, Production Group or FCS) Detail to Projects/Operations Group Rotate to other Agency Component Detail to Agency Task Force	<u>PROBABLE:</u> DDS&T Orientation Management for EEO Career Counseling Course Special Overseas Orientation CIA Financial Systems Field Administration FSI Area Seminar(s) Mid-Career Course <u>POSSIBLE:</u> CIA: Today and Tomorrow EDP Orientation OTR Language Course Performance Evaluation Workshop Education for Public Management Program for Management Development - Harvard DDS&T Career Development Course Advanced Intelligence Seminar Professional Conference and Seminars FSI Foreign Affairs In departmental Seminar

DEVELOPMENTAL PROFILE

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 FOREIGN BROADCAST INFORMATION SERVICE

FBIS

ASSIGNMENTS	GS-12		GS-13	
	TRAINING	ASSIGNMENTS	TRAINING	ASSIGNMENTS
<p><u>LE:</u></p> <p>Chief Editor/DRD Deputy Chief/DRD as Tour(s)</p> <p><u>LE:</u></p> <p>Chief Detail Analysis Group or Action Group) to CIA Operations</p>	<p><u>PROBABLE:</u></p> <p>DDS&T Orientation Management for EEO Special Overseas Orientation CIA: Today and Tomorrow FSI Area Seminar(s) Mid-Career Course</p> <p><u>POSSIBLE:</u></p> <p>EDP Orientation OTR Language Course Education for Public Management Field Administration Off-Campus Graduate Courses DDS&T Career Develop- ment Course Professional Confer- ences and Seminars</p>	<p><u>PROBABLE:</u></p> <p>Book Chief/DRD Senior Wire Services Editor Senior Editor/Overseas</p> <p><u>POSSIBLE:</u></p> <p>Internal Rotation (Analysis Group, Production Group or FCS) Detail to Projects/ Operations Group Rotate to other Agency Component Detail to Agency Task Force</p>	<p><u>PROBABLE:</u></p> <p>DDS&T Orientation Management for EEO Career Counseling Course Special Overseas Orientation CIA Financial Systems Field Administration FSI Area Seminar(s) Mid-Career Course</p> <p><u>POSSIBLE:</u></p> <p>CIA: Today and Tomorrow EDP Orientation OTR Language Course Performance Evaluation Workshop Education for Public Management Program for Management Development - Harvard DDS&T Career Development Course Advanced Intelligence Seminar Professional Conferences and Seminars FSI Foreign Affairs Inter- departmental Seminar</p>	<p><u>PROBABLE:</u></p> <p>Chief Editor/Large Bureau Deputy Chief/Small Bureau Branch Chief/DRD</p> <p><u>POSSIBLE:</u></p> <p>Deputy Chief/WSS Projects Officer/DRD Chief/L&R Staff Internal Rotation (Analysis Group or Production Group) Rotate to other Agency Component</p>

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GS-07 - GS-11		GS-12		GS-13	
TRAINING	ASSIGNMENTS	TRAINING	ASSIGNMENTS	TRAINING	ASSIGNMENTS
<p><u>PROBABLE:</u></p> <p>FBIS Orientation Introduction to CIA DDS&T Orientation Visit ORPA (Prior to overseas PCS) Visit CIA OpsCenter (prior to overseas PCS) Basic Editing Seminar Field Skills Workshop and/or Field TDY Training (prior to overseas PCS) Special Overseas Orientation Managerial Grid FSI Area Seminar(s) CIA: Today and Tomorrow</p> <p><u>POSSIBLE:</u></p> <p>Orientation OTR Language Course Supervisory Skills Course Fundamentals of Supervision and Management Off-Campus Graduate Courses Preparing for Overseas Assignment Career Training Program</p>	<p><u>PROBABLE:</u></p> <p>Trainee Editor/DRD Journeyman Editor/DRD Overseas Tour(s)</p> <p><u>POSSIBLE:</u></p> <p>Internal Detail (Analysis Group or Production Group) Detail to CIA Operations Center</p>	<p><u>PROBABLE:</u></p> <p>DDS&T Orientation Management for EEO Special Overseas Orientation CIA: Today and Tomorrow FSI Area Seminar(s) Mid-Career Course</p> <p><u>POSSIBLE:</u></p> <p>EDP Orientation OTR Language Course Education for Public Management Field Administration Off-Campus Graduate Courses DDS&T Career Development Course Professional Conferences and Seminars</p>	<p><u>PROBABLE:</u></p> <p>Book Chief/DRD Senior Wire Services Editor Senior Editor/Overseas</p> <p><u>POSSIBLE:</u> 25X1</p> <p>Internal Rotation (Analysis Group, Production Group or FCS) Detail to Projects/Operations Group Rotate to other Agency Component Detail to Agency Task Force</p>	<p><u>PROBABLE:</u></p> <p>DDS&T Orientation Management for EEO Career Counseling Course Special Overseas Orientation CIA Financial Systems Field Administration FSI Area Seminar(s) Mid-Career Course</p> <p><u>POSSIBLE:</u></p> <p>CIA: Today and Tomorrow EDP Orientation OTR Language Course Performance Evaluation Workshop Education for Public Management Program for Management Development - Harvard DDS&T Career Development Course Advanced Intelligence Seminar Professional Conferences and Seminars FSI Foreign Affairs Inter-departmental Seminar</p>	<p><u>PROBABLE:</u></p> <p>Chief Editor/Large Bureau Deputy Chief/Small Bureau Branch Chief/DRD</p> <p><u>POSSIBLE:</u></p> <p>Deputy Chief/WSS Projects Officer/DRD Chief/L&R Staff Internal Rotation (Analysis Group or Production Group) Rotate to other Agency Component</p>

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DEVELOPMENTAL PROFILE

INFORMATION OFFICER - FOREIGN BROADCAST

FBIS

GS-14	
TRAINING	ASSIGNMENT
<u>PROBABLE:</u> Field Administration DDS&T Orientation Management for EEO Career Counseling Course Special Overseas Orientation CIA Financial Systems Management Seminar <u>POSSIBLE:</u> CIA: Today and Tomorrow Education for Public Management Program for Management Development - Harvard CSC Executive Seminar Executive Management Program Counter Intelligence Operations Course DDS&T Career Development Course Mid-Career Course Advanced Intelligence Seminar Professional Conferences and Seminars FSI Foreign Affairs Inter- departmental Seminar	<u>PROBABLE:</u> Deputy Chief/Large Bureau Chief/Small Bureau <u>POSSIBLE:</u> Deputy Chief/DRD Chief/WSS Special Assistant/ Operations Group Chief/FCS Internal Rotation (Analysis Group or E&PS) Rotate to other Agency Component

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GS-14		
TRAINING	ASSIGNMENT	
<p><u>PROBABLE:</u></p> <p>Field Administration DDS&T Orientation Management for EEO Career Counseling Course Special Overseas Orientation CIA Financial Systems Management Seminar</p> <p><u>POSSIBLE:</u></p> <p>CIA: Today and Tomorrow Education for Public Management Program for Management Development - Harvard CSC Executive Seminar Executive Management Program Counter Intelligence Operations Course DDS&T Career Development Course Mid-Career Course Advanced Intelligence Seminar Professional Conferences and Seminars FSI Foreign Affairs Inter- departmental Seminar Senior Service School Fellowship in Congressional Operations</p>	<p><u>PROBABLE:</u></p> <p>Deputy Chief/Large Bureau Chief/Small Bureau</p> <p><u>POSSIBLE:</u></p> <p>Deputy Chief/DRD Chief/WSS Special Assistant/ Operations Group Chief/FCS Internal Rotation (Analysis Group or E&PS) Rotate to other Agency Component</p>	

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VOB		Electro-Optics	VOB
SDB	IWA	OPS Desk Trainee	SDB
CCB	DDS&T Orientation OTS Orientation CIA T/T	OPS Desk Trainee TRS FSCS	CCB
AB	OTS Tech Courses External Tech Courses	OPS Desk Trainee Junior Analyst O/S Assignment	AB
QDL		DOC Analyst Trainee	QDL
GARB		Pressman Bookbinder Photoengraver Photographer Illustrator Compositor Reproduction Technician	GARB
BAB			BAB

GS 11-12

	TRAINING	ASSIGNMENT
AOB	IOC	
VOB	External Technical Courses	O/S Assignment
SDB	Fundamentals of Supervisor & Management	OPS Desk
CCB	Effective Briefing SE OPS	Other OTS Branches D&E Tour
	External Training	EQ Tour TOPS
AB	Correspondence Training Language Training TOPS Training	Interdirectorate Tour
QDL		DOC Analyst
GARB	OTS Tech Courses (2 Proficiency Increases)	GARB Generalist Other OPS Branches TOPS
BAB	(EOD Courses as Appropriate)	

ADMINISTRATIVE—INTERNAL USE ONLY

GS 13-14, continued on next page

DDS&T OFFICE OF TECHNICAL SERVICE

DEVELOPMENT PROFILE
OTS TECH OPS OFFICER

Beginning as Technical OPS Officer GS 07...

GS 07-10

	TRAINING	ASSIGNMENT	
AOB	IWA DDS&T Orientation OTS Orientation CIA T/T OTS Tech Courses External Tech Courses	OPS Desk Trainee O/S Assignment	AOB
VOB		Electro-Optics OPS Desk Trainee Photo Processing	VOB
SDB		OPS Desk Trainee	SDB
CCB		OPS Desk Trainee TRS FSCS	CCB
AB		OPS Desk Trainee Junior Analyst O/S Assignment	AB
QDL		DOC Analyst Trainee	QDL
GARB		Pressman Bookbinder Photoengraver Photographer Illustrator Compositor Reproduction Technician	GARB
BAB			BAB

GS 11-12

	TRAINING	ASSIGNMENT
AOB	IOC	
VOB	External Technical Courses	O/S Assignment
SDB	Fundamentals of Supervisor & Management	OPS Desk
CCB	Effective Briefing SE OPS	Other OTS Branches D&E Tour EQ Tour
AB	External Training	TOPS Interdirectorate Tour
QDL	Correspondence Training Language Training TOPS Training	
	OTS Tech Courses	

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DDS&T OFFICE OF TECHNICAL SERVICE

DEVELOPMENT PROFILE
OTS TECH OPS OFFICER

Beginning as Technical OPS Officer GS 07...

GS 07-10

	TRAINING	ASSIGNMENT	
AOB	IWA DDS&T Orientation OTS Orientation CIA T/T OTS Tech Courses External Tech Courses	OPS Desk Trainee O/S Assignment	AOB
VOB		Electro-Optics OPS Desk Trainee Photo Processing	VOB
SDB		OPS Desk Trainee	SDB
CCB		OPS Desk Trainee TRS FSCS	CCB
AB		OPS Desk Trainee Junior Analyst O/S Assignment	AB
QDL		DOC Analyst Trainee	QDL
GARB		Pressman Bookbinder Photoengraver Photographer Illustrator Compositor Reproduction Technician	GARB
BAB			BAB

STAT

GS 11-12

	TRAINING	ASSIGNMENT	
AOB	IOC	O/S Assignment	
VOB	External Technical Courses		
SDB	Fundamentals of Supervisor & Management	OPS Desk	
CCB	Effective Briefing	Other OTS Branches	
	SE OPS	D&E Tour	
AB	External Training	EQ Tour	
	Correspondence Training	TOPS	
	Language Training	Interdirectorate Tour	
QDL	TOPS Training		
GARB	OTS Tech Courses (2 Proficiency Increases)	DOC Analyst	
		GARB Generalist Other OPS Branches TOPS	
BAB	(EOD Courses as Appropriate)		

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ADMINISTRATIVE—INTERNAL USE ONLY

GS 13-14, continued on next page

ADMINISTRATIVE—INTERNAL USE ONLY

OTS TECHNICAL OPS OFFICER continued...

GS 13-14

	TRAINING	ASSIGNMENT
AOB		DC Branch
VOB		OS
SDB	Advanced Intelligence Seminar	C/Field Group
	Senior OPS Course	TOPS
CCB	Advanced OPS	C/BR Section
	Mid-Career	Senior Branch Assignment
AB	Management Seminar	EQ Tour
	TOPS Training	D&E Tour
GARB	OTS Technical Courses	DDO Division Referent
	External Technical Courses	DDS&T Rotational Tour
QDL		Senior DOC Analyst
BAB		

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ADMINISTRATIVE—INTERNAL USE ONLY

OTS TECHNICAL OPS OFFICER continued...

GS 13-14

	TRAINING	ASSIGNMENT
AOB		DC Branch
VOB	Advanced Intelligence Seminar	OS
SDB	Senior OPS Course	C/Field Group
CCB	Advanced OPS	TOPS
AB	Mid-Career	C/BR Section
	Management Seminar	Senior Branch Assignment
	TOPS Training	EQ Tour
GARB	OTS Technical Courses	D&E Tour
QDL	External Technical Courses	DDO Division Referent
BAB		DDS&T Rotational Tour
		Senior DOC Analyst
		<div></div>

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PSC/MPIC NATIONAL PHOTOGRAPHIC INTERPRETATION CENTER
PRODUCTION SERVICES GROUP
BASIC CAREER DEVELOPMENT LADDER

Personnel Category	Assigned Areas of Responsibility	Development Considerations	Grade Range
Professional	Division and Branch Level Managers	<ul style="list-style-type: none"> -Train for Mid and Senior Level Management -Guidance and Counselling Must Be Provided Regularly -Must Participate Closely at All Levels Within Division -Rotational Assignments <ul style="list-style-type: none"> -Branch Chief - Every 3 Years -Division Chief - Every 3-5 Years 	13-15
	Section Chief Supervisors	<ul style="list-style-type: none"> -Train for Speciality and Supervision -Provide Proper Guidance and Counselling -Coordinate Training and Objectives -Rotational Assignment Within 3 Years 	
	Info Control Spec Librarians IO-Generals IO-Geography Business Machine Off Photo Technician Graphics Analyst IO-PAT	<ul style="list-style-type: none"> -Train to Reach Proficiency in Assigned Position -Train to Prepare for Additional Responsibilities <ul style="list-style-type: none"> -Task Team -Special Projects -Select Best Avenue for Future Development -Train for Assignment <ul style="list-style-type: none"> -Division or Group -Assignment 	09-12 07-09
Non-Professional	Intelligence Clerk Intelligence Asst Info Control Clerk Microphotographer Info Control Asst IO-PAT Library Asst	<ul style="list-style-type: none"> -Train to Reach Proficiency in Assigned Position -Train to Assume Additional Responsibilities <ul style="list-style-type: none"> -Statistics -College Courses -Supervision -Assign to Various Tasks - Evaluate -Consider Follow On Assignments -Train for Assignments to Higher Level in RSD -Follow Up with Reassignment 	05-07
	Secretaries Typists Clerical Assistants Data Con Mach Oper ADMINISTRATIVE-INTERNAL USE ONLY	<ul style="list-style-type: none"> -Fully Qualified Clerical <ul style="list-style-type: none"> -Typing, Shorthand, Filing -Clerical Speciality -Train for Non-Clerical, Non-Professional Positions 	03-05

DSG/MPIC NATIONAL PHOTOGRAPHIC INTERPRETATION CENTER
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 PRODUCTION SERVICES GROUP
 BASIC CAREER DEVELOPMENT LADDER

Personnel Category	Assigned Areas of Responsibility	Development Considerations	Grade Range
Professional	Division and Branch Level Managers	<ul style="list-style-type: none"> -Train for Mid and Senior Level Management -Guidance and Counselling Must Be Provided Regularly -Must Participate Closely at All Levels Within Division -Rotational Assignments <ul style="list-style-type: none"> -Branch Chief - Every 3 Years -Division Chief - Every 3-5 Years 	13-15
	Section Chief Supervisors	<ul style="list-style-type: none"> -Train for Speciality and Supervision -Provide Proper Guidance and Counselling -Coordinate Training and Objectives -Rotational Assignment Within 3 Years 	09-12
	Info Control Spec Librarians IO-Generals IO-Geography Business Machine Off Photo Technician Graphics Analyst IO-PAT	<ul style="list-style-type: none"> -Train to Reach Proficiency in Assigned Position -Train to Prepare for Additional Responsibilities <ul style="list-style-type: none"> -Task Team -Special Projects -Select Best Avenue for Future Development -Train for Assignment <ul style="list-style-type: none"> -Division or Group -Assignment 	07-09
Non-Professional	Intelligence Clerk Intelligence Asst Info Control Clerk Microphotographer Info Control Asst IO-PAT Library Asst	<ul style="list-style-type: none"> -Train to Reach Proficiency in Assigned Position -Train to Assume Additional Responsibilities <ul style="list-style-type: none"> -Statistics -College Courses -Supervision -Assign to Various Tasks - Evaluate -Consider Follow On Assignments -Train for Assignments to Higher Level in RSD -Follow Up with Reassignment 	05-07
	Secretaries Typists Clerk Typists Data Con Mach Oper ADMINISTRATIVE-INTERNAL USE ONLY	<ul style="list-style-type: none"> -Fully Qualified Clerical <ul style="list-style-type: none"> -Typing, Shorthand, Filing -File Clerk Speciality 	03-07

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DEVELOPMENT PROFILE

COB-AID

NATIONAL PHOTOGRAPHIC INTERPRETATION
COMPUTER OPERATIONS BRANCH

	GS 07-09		GS 09-11		GS 12-13	
	Training	Assignment	Training	Assignment	Training	Assignment
Education	Fund. of Sup. & Mgmt. I.W.A.	Computer Op. (Sr./Asst. Shift Sup.) GS-09	Managerial Grid Systems Anal.	Computer Op. Shift Supvr. GS-11	Mid Career Course Effective Briefing	Computer Op. Section Chief GS-12
Experience	Computer Ops Mgmt.	3 yrs experience in operation of digital computer system High school grad or equiv work experience.	Programming Courses (Higher Level Languages)	Minimum of 4 yrs experience in comp ops & related data proc fields. 1 yr experience in supervisory position Should have some programming knowledge. High school grad. Pref with some college course work.	Info. Science for Managers II EEO for Managers	Minimum of 5 y experience in comp ops or related data proc fields w/ 2 yrs supervisory experience. High school grad w/ some college course work.
Education	Computer Operations Advanced Practices & Procedures		Performance Appraisal Workshop		CIA Today and Tomorrow	
Education	Teleprocessing & Data Comm. Workshop	Computer Spec. GS-09	Systems Design		Management Courses (Univ. Level)	
Education	Effective Writing	3 yrs experience in data processing pref in production control or operations. Some programming knowledge preferred. High school grad.	1110 Executive CTL. Language	Computer Spec GS-11	Rotational Assignment	Production Analysis Section Chief, GS-12
Education	Computer Science Courses (Univ. Level)		Writing Workshop (Intermediate)	Minimum of 4 yrs experience in comp ops & related data proc fields. Should have some programming knowledge. High school grad pref with some college course work.	New Managers Seminar	Minimum of 5 y experience in comp ops/related data proc field w/ 2 yrs of su experience. H.S. grad w/ some college course work
Education			Computer Science & Mgmt. Courses (Univ. Level)			COB Deputy Branch Chief GS-13
Education			Rotational Assignment COS/PAS			Minimum of 6 yr experience in comp ops 3 of which must hav

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COMPUTER OPERATIONS BRANCH

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Assignment	GS 09-11		GS 12-13		GS 14-15	
	Training	Assignment	Training	Assignment	Training	
Op. t. Shift	Managerial Grid Systems Anal.	Computer Op. Shift Supvr. GS-11	Mid Career Course Effective Briefing	Computer Op. Section Chief GS-12	Advanced Intel. Seminar	
Experience in n of digi- uter system ool grad or rk experi-	Programming Courses (Higher Level Languages) Performance Appraisal Workshop Systems Design	Minimum of 4 yrs experience in comp ops & related data proc fields. 1 yr experience in supervisory position. Should have some programming knowledge. High school grad. Pref with some college course work.	Info. Science for Managers II EEO for Managers CIA Today and Tomorrow	Minimum of 5 yrs experience in comp ops or related data proc fields w/ 2 yrs supervisory experience. High school grad w/ some college course work.	Advanced Mgmt. Prog. Info. Science for Managers I	
Spec.	1110 Executive CTL. Language Writing Workshop (Intermediate)	Computer Spec GS-11	Management Courses (Univ. Level) Rotational Assignment	Production Analysis Section Chief, GS-12	Executive Seminar Center Program	
Experience in essing roduction or opera- ome pro- knowledge l. High ad.	Computer Science & Mgmt. Courses (Univ. Level) Rotational Assignment COS/PAS	Minimum of 4 yrs experience in comp ops & related data proc fields. Should have some programming knowledge. High school grad pref with some college course work.	New Managers Seminar	Minimum of 5 yrs experience in comp ops/related data proc fields w/ 2 yrs of sup experience. H.S. grad w/ some college course work	Advancing Managers Seminar (Oak Ridge)	
				COB Deputy Branch Chief GS-13	STAT	
				Minimum of 6 yrs experience in comp ops 3 of which must have been at a manag- erial level		

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DEVELOPMENT PROFILE

COB-AID

NATIONAL PHOTOGRAPHIC INTERPRETATION CENTER
COMPUTER OPERATIONS BRANCH

GS 07-09		GS 09-11		GS 12-13		GS 14-15	
Training	Assignment	Training	Assignment	Training	Assignment	Training	Assignment
<p>Fund. of Sup. & Mgmt.</p> <p>I.N.A.</p> <p>Computer Ops</p> <p>Computer Mgmt.</p> <p>Computer Ops</p> <p>Advanced Prac-</p> <p>tices & Pro-</p> <p>cedures</p> <p>Teleprocessing</p> <p>A Data Comm.</p> <p>Workshop</p> <p>Effective</p> <p>Writing</p> <p>Computer Science</p> <p>Courses (Univ.</p> <p>Level)</p>	<p>Computer Op.</p> <p>(Sr./Asst. Shift</p> <p>Sup.)</p> <p>GS-09</p> <p>3 yrs experience in</p> <p>operation of digi-</p> <p>tal computer system</p> <p>High school grad or</p> <p>equiv work experi-</p> <p>ence.</p> <p>Computer Spec.</p> <p>GS-09</p> <p>3 yrs experience in</p> <p>data processing</p> <p>pref in production</p> <p>control or opera-</p> <p>tions. Some pro-</p> <p>gramming knowledge</p> <p>preferred. High</p> <p>school grad.</p>	<p>Managerial Grid</p> <p>Systems Anal.</p> <p>Programming</p> <p>Courses (Higher</p> <p>Level Languages)</p> <p>Performance</p> <p>Appraisal Workshop</p> <p>Systems Design</p> <p>1110 Executive</p> <p>CTL Language</p> <p>Writing Workshop</p> <p>(Intermediate)</p> <p>Computer Science</p> <p>& Mgmt. Courses</p> <p>(Univ. Level)</p> <p>Rotational</p> <p>Assignment COS/PAS</p>	<p>Computer Op.</p> <p>Shift Supvr.</p> <p>GS-11</p> <p>Minimum of 4 yrs</p> <p>experience in comp</p> <p>ops & related data</p> <p>proc fields. 1 yr</p> <p>experience in</p> <p>supervisory position</p> <p>Should have some</p> <p>programming know-</p> <p>ledge. High school</p> <p>grad. Pref with</p> <p>some college course</p> <p>work.</p> <p>Computer</p> <p>Spec GS-11</p> <p>Minimum of 4 yrs</p> <p>experience in comp</p> <p>ops & related data</p> <p>proc fields.</p> <p>Should have some</p> <p>programming know-</p> <p>ledge. High school</p> <p>grad pref with some</p> <p>college course</p> <p>work.</p>	<p>Mid Career Course</p> <p>Effective Briefing</p> <p>Info. Science for</p> <p>Managers II</p> <p>EEO for Managers</p> <p>CIA Today and</p> <p>Tomorrow</p> <p>Management Courses</p> <p>(Univ. Level)</p> <p>Rotational</p> <p>Assignment</p> <p>STAT</p> <p>New Managers</p> <p>Seminar</p>	<p>Computer Op.</p> <p>Section Chief</p> <p>GS-12</p> <p>Minimum of 5 yrs</p> <p>experience in</p> <p>comp ops or re-</p> <p>lated data proc</p> <p>fields w/ 2 yrs</p> <p>supervisory ex-</p> <p>perience. High</p> <p>school grad w/</p> <p>some college</p> <p>course work.</p> <p>Production</p> <p>Analysis Section</p> <p>Chief, GS-12</p> <p>Minimum of 5 yrs</p> <p>experience in</p> <p>comp ops/related</p> <p>data proc fields</p> <p>w/ 2 yrs of sup</p> <p>experience.</p> <p>H.S. grad w/</p> <p>some college</p> <p>course work</p> <p>COB Deputy</p> <p>Branch Chief</p> <p>GS-13</p> <p>Minimum of 6 yrs</p> <p>experience in</p> <p>comp ops 3 of</p> <p>which must have</p> <p>been at a manag-</p> <p>erial level.</p>	<p>Advanced Intel.</p> <p>Seminar</p> <p>Advanced Mgmt.</p> <p>Progr.</p> <p>Info. Science</p> <p>for Managers I</p> <p>Executive</p> <p>Seminar Center</p> <p>Program</p> <p>Advancing</p> <p>Managers</p> <p>Seminar</p> <p>(Oak Ridge)</p>	<p>Branch Chief</p> <p>GS-14</p> <p>Min of 6 y</p> <p>in comp</p> <p>4 yrs must have</p> <p>at the manag</p> <p>level. Must</p> <p>a comprehensi</p> <p>know of comp</p> <p>systems. Coll</p> <p>degree or eq</p> <p>work experie</p> <p>Deputy Div</p> <p>Chief, GS-14</p> <p>Thorough know</p> <p>of all aspect</p> <p>data proc</p> <p>know of</p> <p>technique</p> <p>controls proven</p> <p>ity to plan,</p> <p>nize, direct,</p> <p>maint. comp</p> <p>ops & proc</p> <p>Division Ch</p> <p>GS-15</p> <p>Same as GS-14</p> <p>Proven ability</p> <p>effect admin</p> <p>large div</p> <p>sup a lg. div</p> <p>of tech & cl</p> <p>personnel</p>

DEVELOPMENT PROFILESHIPNATIONAL PHOTOGRAPHIC INTERPRETATION CENTER
COMPUTER SERVICES DIVISION

<u>GS 7 & 8</u>		<u>GS 9 & 10</u>		<u>GS 11 & 12</u>		<u>GS 13 & 14</u>	
Requirement: BS or equivalent experience/training plus appropriate trainee courses (trainee level).		Requirement: BS or higher degree equivalent experience/training plus appropriate trainee courses (junior level programmer, trained level analyst).		Requirement: GS-10 requirements and GS-10 appropriate training plus total of 4 yrs ADP experience (journeyman programmer GS-12, junior analyst, trainee specialist).		Requirement: GS-12 requirements and GS-12 appropriate training plus a total of 7 yrs of ADP experience (technical) and/or mgmt. experience or potential (journeyman analyst, junior - journeyman specialist).	
Assignments	Training*	Assignments	Training*	Assignments	Training*	Assignments	Training*
World GS-805 GS-122 GS-125 GS-135 GS-053	Computer Programmer Computer Technician	Fund of Sup & Mgmt Reading Wkshop Writing Wkshop Systems Analysis Course Univac**: S-124 & S-127 S-131 C-042	Computer Programmer SW Design for Small/Med Proj	PA Workshop Adv Mgmt (GRID M30) Adv Systems Analysis Program Mgmt Techniques Univac**: M-017 or equiv S-129 S-132 & S-134 S-136 S-143 & S-144 EEO Training Effective Brief Potential Assignments to OJCS/other ADP Adv Univ Level Systems Mgmt, Math. on Computer	Data Base Design Computer Programmer Design Large Software Sys Systems Engineering Systems Analysis & Reqmt Defin Section Chief Team Leader Math Analysis	Mid Career Interviewing Tech Support Services T&H Configuration Management Appropriate Rotational Assignments within or external to ADP. Selective Adv Technical Univ Level Courses Budgeting Methods & Techniques	Systems Engineering Section Chief Branch Chief Tech Advisor
Mathematician/Programmer	Advanced Prog Tech, i.e., Structured Prog Software Design Data Base Design, etc. Advanced Univ Level Computer Science or Math Courses	Systems Analyst Trainee Mathematician/Programmer					

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DEVELOPMENT PROFILE

SHIP

NATIONAL PHOTOGRAPHIC INTERPRETATION CENTER
 COMPUTER SERVICES DIVISION

<u>GS 9 & 10</u>		<u>GS 11 & 12</u>		<u>GS 13 & 14</u>		<u>GS 15 & 16</u>	
Requirement: BS or higher degree and experience/training appropriate trainee courses level programmer, trainee analyst).		Requirement: GS-10 requirements and GS-10 appropriate training plus total of 4 yrs ADP experience (journeyman programmer GS-12, junior analyst, trainee specialist).		Requirement: GS-12 requirements and GS-12 appropriate training, plus a total of 7 yrs of ADP experience (technical) and/or mgmt. experience or potential. (journeyman analyst, junior - journeyman specialist).		Requirement: GS-14 requirements and appropriate GS-14 training plus total of more than 7 yrs experience (technical & mgmt) plus proven mgmt ability or exceptional tech ability (senior computer specialist/manager).	
Training*	Assignments	Training*	Assignments	Training*	Assignments	Training*	Assignments
Sup & Workshop Workshop Analysis : S-127 Prog e., ed Prog Design e etc. Univ computer or Math	Computer Programmer SW Design for Small/Med Proj Systems Analyst Trainee Mathematician/Programmer	PA Workshop Adv Mgmt (GRID M30) Adv Systems Analysis Program Mgmt Techniques Univac**: M-017 or equiv S-129 S-132 & S-134 S-136 S-143 & S-144 EEO Training Effective Brief Potential Assignments to OJCS/other ADP Adv Univ Level Systems	Data Base Design Computer Programmer Design Large Software Sys Systems Engineering Systems Analysis & Reqmt Defin Section Chief Team Leader Math Analysis	Mid Career Interviewing Tech Support Services T&H Configuration Management Appropriate Rotational Assignments within or external to ADP. Selective Adv Technical Univ Level Courses Budgeting Methods & Techniques	 Systems Engineering Section Chief Branch Chief Tech Advisor	Senior Mgmt Seminars Appropriate External Rotational Assignments Large Project Mgmt/Planning Advanced Intell Seminars	Systems Administrator Senior Computer Specialist Large Scale Project Manager Systems Eng Division Branch Manager

GS 11 & 12

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GS-14		GS-15			
Assignment		Training	Assignment		
ation e for rs, I&II	Senior Program Manager	Advanced Management Program	Division Chief		
ed igence	Deputy Division Chief	Course in one of the Senior Service Schools or one of the	Chief Imagery Scientist		
in one of nior Service s* or one of	System Engineer	Executive Develop- ment- Management Programs *			
ive Develop- ment Programs					
erred at this grade.					

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11	GS-12 to 13		GS-14 to 15	
ASSIGNMENT	TRAINING	ASSIGNMENT	TRAINING	ASSIGNMENT
Systems Engineer	•Effective Briefing	Sub-Segment Manager	•Technical Seminars	Segment Manager
Physical Scientist	•Fundamentals of Supervision and Management	Integration & Test Engineer	•Information Science for Managers I*	Program Manager or Division Chief
	•Managerial Grid	Integration & Test Manager	•CIA Today and Tomorrow	Deputy Division or Branch Chief
	•Fundamentals of Budgeting	Junior Resident Engineer	•Midcareer Management Seminar	Resident Engineer
	•Information Science for Managers		•Advanced Intelligence Seminar	
	•Part-time Academic Training		•Senior Seminar	
	•CIA Today and Tomorrow			
	•Midcareer			
	•DDSGT Career Development			
	•Financial Management Training			
	•EEO for Supervisors			
Junior Systems Analyst	•Effective Briefing	Systems Analyst	•Technical Seminars	Systems Analyst
Project Manager	•Fundamentals of Supervision and Management	Project Manager	•Information Science for Managers I*	Deputy Division or Branch Chief
Junior Operations Research Analyst	•Managerial Grid	Operations Research Analyst	•CIA Today and Tomorrow	Project Manager of Senior Staff Officer
	•Information Science for Managers II	Technical Support - Systems Analyst	•Midcareer Management Seminar	Cps Research Analyst, Deputy Division or Branch Chief
	•Part-time Academic Training		•Advanced Intelligence Seminar	
	•CIA Today and Tomorrow		•Senior Seminar	
	•Midcareer			
	•DDSGT Career Development			
	•Financial Management Training			
	•EEO for Supervisors			

*May be omitted if Information Science for

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DEVELOPMENTAL PROFILE

GS-09 to 11		GS-12 to 13		GS-14
TRAINING	ASSIGNMENT	TRAINING	ASSIGNMENT	TRAINING
Project Engineer	Systems Engineer Physcial Scientist	Effective Briefing Fundamentals of Supervision and Management Managerial Grid Fundamentals of Budgeting Information Science for Managers Part-time Academic Training CIA Today and Tomorrow Midcareer DDS&T Career Development Financial Management Training EEO for Supervisors	Sub-Segment Manager Integration & Test Engineer Integration & Test Manager Junior Resident Engineer	Technical Seminars Information Science for Managers I* CIA Today and Tomorrow Midcareer Management Seminar Advanced Intelliger Seminar Senior Seminar
Systems Analyst	Junior Systems Analyst Project Manager Junior Operations Research Analyst	Effective Briefing Fundamentals of Supervision and Management Managerial Grid Information Science for Managers II Part-time Academic Training CIA Today and Tomorrow Midcareer DDS&T Career Development Training EEO for Supervisors	Systems Analyst Project Manager Operations Research Analyst Technical Support - Systems Analyst	Technical Seminars Information Science for Managers I* CIA Today and Tomorrow Midcareer Management Seminar Advanced Intelliger Seminar Senior Seminar

DEVELOPMENTAL PROFILE

	GS-09 to 11		GS-12 to 13		GS-14 to 15	
	TRAINING	ASSIGNMENT	TRAINING	ASSIGNMENT	TRAINING	ASSIGNMENT
Project Engineer	<ul style="list-style-type: none"> Project Officer in the Contract Cycle Intelligence in World Affairs DSS&T Orientation Fundamentals of Supervision and Management Managerial Grid ERO Operations Orientation for DSS&T Part-time Academic Training 	<ul style="list-style-type: none"> Systems Engineer Physical Scientist 	<ul style="list-style-type: none"> Effective Briefing Fundamentals of Supervision and Management Managerial Grid Fundamentals of Budgeting Information Science for Managers Part-time Academic Training CIA Today and Tomorrow Midcareer DSS&T Career Development Financial Management Training ERO for Supervisors 	<ul style="list-style-type: none"> Sub-Segment Manager Integration & Test Engineer Integration & Test Manager Junior Resident Engineer 	<ul style="list-style-type: none"> Technical Seminars Information Science for Managers I* CIA Today and Tomorrow Midcareer Management Seminar Advanced Intelligence Seminar Senior Seminar 	<ul style="list-style-type: none"> Segment Manager Program Manager or Division Chief Deputy Division or Branch Chief Resident Engineer
Systems Analyst	<ul style="list-style-type: none"> Project Officer in the Contract Cycle Intelligence in World Affairs DSS&T Orientation Fundamentals of Supervision and Management Introduction to Micrographics Managerial Grid ERO Operations Orientation for DSS&T Part-time Academic 	<ul style="list-style-type: none"> Junior Systems Analyst Project Manager Junior Operations Research Analyst 	<ul style="list-style-type: none"> Effective Briefing Fundamentals of Supervision and Management Managerial Grid Information Science for Managers II Part-time Academic Training CIA Today and Tomorrow Midcareer DSS&T Career Development ERO for Supervisors 	<ul style="list-style-type: none"> Systems Analyst Project Manager Operations Research Analyst Technical Support - Systems Analyst 	<ul style="list-style-type: none"> Technical Seminars Information Science for Managers I* CIA Today and Tomorrow Midcareer Management Seminar Advanced Intelligence Seminar Senior Seminar 	<ul style="list-style-type: none"> Systems Analyst Deputy Division or Branch Chief Project Manager of Senior Staff Officer Cps Research Analyst, Deputy Division or Branch Chief

	GS-09 to 11		GS-12 to 13		GS-
	TRAINING	ASSIGNMENT	TRAINING	ASSIGNMENT	
Processing Specialist	<ul style="list-style-type: none"> Intelligence in World Affairs DDS&T Orientation Fundamentals of Supervision and Management Managerial Grid Part-time Academic Training CIA Today and Tomorrow VM 370 for Programmers JCL Workshop ALC I and II VM Time Sharing for Programmers FORTRAN IV 	<ul style="list-style-type: none"> Computer Technician Computer Programmer Junior Operations Analyst 	<ul style="list-style-type: none"> Fundamentals of Supervision and Management Managerial Grid Information Science for Managers II Part-time Academic Training CIA Today and Tomorrow Midcareer DDS&T Career Development Financial Management Training EEO for Supervisors 	<ul style="list-style-type: none"> Computer Specialist Operations Analyst Project Officer 	<ul style="list-style-type: none"> Technical Seminar Information Science for Managers I* CIA Today and Tomorrow Midcareer Management Seminar Advanced Intelligence Seminar Senior Seminar
Photo Technologist	<ul style="list-style-type: none"> Project Officer in the Contract Cycle Intelligence in World Affairs Effective Briefing DDS&T Orientation Fundamentals of Supervision and Management Managerial Grid EEO Operations Orientation for DDS&T Part-time Academic Training CIA Today and Tomorrow 	<ul style="list-style-type: none"> Photo Scientist Photogrammetrist Junior Project Manager Contract Monitor 	<ul style="list-style-type: none"> Fundamentals of Budgeting Information Science for Managers II Part-time Academic Training CIA Today and Tomorrow Midcareer DDS&T Career Development Financial Management Training EEO for Supervisors 	<ul style="list-style-type: none"> Photo Technologist Contract Monitor Branch Manager Physical Scientist Senior Project Mgr. Project Officer Staff Officer 	<ul style="list-style-type: none"> Technical Seminar Information Science for Managers I* CIA Today and Tomorrow Midcareer Management Seminar Advanced Intelligence Seminar Senior Seminar

GS-09 to 11		GS-12 to 13		GS-14 to 15	
	ASSIGNMENT	TRAINING	ASSIGNMENT	TRAINING	ASSIGNMENT
in s ation of and rid ademic 1	Computer Technician	<ul style="list-style-type: none"> Fundamentals of Supervision and Management Managerial Grid Information Science for Managers II Part-time Academic Training CIA Today and Tomorrow Midcareer DDS&T Career Development Financial Management Training EEO for Supervisors 	Computer Specialist	<ul style="list-style-type: none"> Technical Seminars Information Science for Managers I* CIA Today and Tomorrow Midcareer Management Seminar Advanced Intelligence Seminar Senior Seminar 	Operations Research Analyst Deputy/Chief
	Computer Programmer		Operations Analyst		Operations Research Analyst - Chief
ing ers	Junior Operations Analyst		Project Officer		Operations Analyst - Chief
					Operations Analyst Chief
er ct	Photo Scientist	<ul style="list-style-type: none"> Fundamentals of Budgeting Information Science for Managers II Part-time Academic Training CIA Today and Tomorrow Midcareer DDS&T Career Development Financial Management Training EEO for Supervisors 	Photo Technologist	<ul style="list-style-type: none"> Technical Seminars Information Science for Managers I* CIA Today and Tomorrow Midcareer Management Seminar Advanced Intelligence Seminar Senior Seminar 	Deputy Division or Branch Chief
	Photogrammetrist		Contract Monitor		Research Analyst in Program Office
s fing ation of und	Junior Project Manager		Branch Manager		Systems Analyst in Program Office
	Contract Monitor		Physical Scientist		Deputy Division Chief or Branch Chief
rid s for ademic			Senior Project Mgr.		
			Project Officer		
1			Staff Officer		

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	GS-09 to 11		GS-12 to 13		GS-14 to 15	
	TRAINING	ASSIGNMENT	TRAINING	ASSIGNMENT	TRAINING	ASSIGNMENT
Processing Specialist	<ul style="list-style-type: none"> Intelligence in World Affairs DDS&T Orientation Fundamentals of Supervision and Management Managerial Grid Part-time Academic Training CIA Today and Tomorrow VM 570 for Programmers JCL Workshop ALC I and II VM Time Sharing for Programmers FORTRAN IV 	<ul style="list-style-type: none"> Computer Technician Computer Programmer Junior Operations Analyst 	<ul style="list-style-type: none"> Fundamentals of Supervision and Management Managerial Grid Information Science for Managers II Part-time Academic Training CIA Today and Tomorrow Midcareer DDS&T Career Development Financial Management Training EEO for Supervisors 	<ul style="list-style-type: none"> Computer Specialist Operations Analyst Project Officer 	<ul style="list-style-type: none"> Technical Seminars Information Science for Managers I* CIA Today and Tomorrow Midcareer Management Seminar Advanced Intelligence Seminar Senior Seminar 	<ul style="list-style-type: none"> Operations Research Analyst Deputy/Chief Operations Research Analyst - Chief Operations Analyst Chief Deputy Division or Branch Chief
Photo Technologist	<ul style="list-style-type: none"> Project Officer in the Contract Cycle Intelligence in World Affairs Effective Briefing DDS&T Orientation Fundamentals of Supervision and Management Managerial Grid PBO Operations Orientation for DDS&T Part-time Academic Training CIA Today and 	<ul style="list-style-type: none"> Photo Scientist Photogrammetrist Junior Project Manager Contract Monitor 	<ul style="list-style-type: none"> Fundamentals of Budgeting Information Science for Managers II Part-time Academic Training CIA Today and Tomorrow Midcareer DDS&T Career Development Financial Management Training EEO for Supervisors 	<ul style="list-style-type: none"> Photo Technologist Contract Monitor Branch Manager Physical Scientist Senior Project Mgr. Project Officer Staff Officer 	<ul style="list-style-type: none"> Technical Seminars Information Science for Managers I* CIA Today and Tomorrow Midcareer Management Seminar Advanced Intelligence Seminar Senior Seminar 	<ul style="list-style-type: none"> Research Analyst in Program Office Systems Analyst in Program Office Deputy Division Chief or Branch Chief

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*May be omitted if Information Science for Managers II is completed

GS-09 to 11		GS-12 to 13		GS-14 to 15	
TRAINING	ASSIGNMENT	TRAINING	ASSIGNMENT	TRAINING	
<ul style="list-style-type: none"> • Intelligence in World Affairs • DES&T Orientation • Fundamentals of Supervision and Management • Introduction to Micrographics • Part-time Academic Training • CIA Today and Tomorrow • Financial Management Training • EPP Orientation • GIM for Users 	<ul style="list-style-type: none"> Management Asst. Document & Records Control Officer 	<ul style="list-style-type: none"> • Information Science for Managers II • Part-time Academic Training • CIA Today and Tomorrow • Midcareer • DES&T Career Development • Financial Management Training • EEO for Supervisors 	<ul style="list-style-type: none"> Management Officer Records Management Officer 	<ul style="list-style-type: none"> • Technical Seminars • Information Science for Managers I* • CIA Today and Tomorrow • Midcareer • Management Seminar • Advanced Intelligence Seminar • Senior Seminar 	<ul style="list-style-type: none"> S S
<ul style="list-style-type: none"> • Intelligence in World Affairs • Fundamentals of Supervision and Management • Managerial Grid • Part-time Academic Training • CIA Today and Tomorrow • Records Management 	<ul style="list-style-type: none"> Illustrator General 				

*May be omitted if Information Science for Managers II was taken.

GS-09 to 11		GS-12 to 13		GS-14 to 15	
	ASSIGNMENT	TRAINING	ASSIGNMENT	TRAINING	ASSIGNMENT
in tion of nd to emic ge- on n f d emic ment	Management Asst. Document & Records Control Officer	<ul style="list-style-type: none"> Information Science for Managers II Part-time Academic Training CIA Today and Tomorrow Midcareer DDST Career Development Financial Management Training EEO for Supervisors 	Management Officer Records Management Officer	<ul style="list-style-type: none"> Technical Seminars Information Science for Managers I* CIA Today and Tomorrow Midcareer Management Seminar Advanced Intelligence Seminar Senior Seminar 	Senior Management Officer Senior Staff Officer
	Illustrator General				

if Information Science for Managers II was taken.

DEVELOPMENTAL PROFILE

GS-09 to 11		GS-12 to 13		GS-14 to 15	
TRAINING	ASSIGNMENT	TRAINING	ASSIGNMENT	TRAINING	ASSIGNMENT
<ul style="list-style-type: none"> Intelligence in World Affairs EDSST Orientation Fundamentals of Supervision and Management Introduction to Micrographics Part-time Academic Training CIA Today and Tomorrow Financial Management Training EDP Orientation GIM for Users 	Management Asst. Document & Records Control Officer	<ul style="list-style-type: none"> Information Science for Managers II Part-time Academic Training CIA Today and Tomorrow Midcareer EDSST Career Development Financial Management Training EEO for Supervisors 	Management Officer Records Management Officer	<ul style="list-style-type: none"> Technical Seminars Information Science for Managers I* CIA Today and Tomorrow Midcareer Management Seminar Advanced Intelligence Seminar Senior Seminar 	Senior Management Officer Senior Staff Officer
<ul style="list-style-type: none"> Intelligence in World Affairs Fundamentals of Supervision and Management Managerial Grid Part-time Academic Training CIA Today and Tomorrow Records Management 	Illustrator General				

*May be omitted if Information Science for Managers II was taken.